



CODE OF CONDUCT

REVIEW HISTORY

Originally Written:	Reviewed by:		Revised:	Next Review:
2016	College Staff			2018

PURPOSE

The purpose of the Code of Conduct is to describe minimum standards of conduct in all behaviour and decision making to ensure the safety and well-being of students at St John Bosco College.

APPLICATION

The Code applies to staff, students, volunteers, parents and guardians as applicable. The term 'parents' includes guardians.

INTRODUCTION

We acknowledge the inherent vulnerability of the students in our care.

We recognise that the safety and well-being of students depends upon our vigilance and diligence and the vigilance and diligence of all adults.

The Code does not give you detailed professional advice on specific behaviour. Rather, it describes the minimum requirements expected of us.

The Guidelines are illustrative and not an exhaustive list of the behaviours covered by the Code.

If our behaviour varies from the standards described in this Code and Guidelines, we should be prepared to explain and justify our decisions and actions.

While mandatory language such as 'must', 'shall' and 'will' is not used throughout the Code, there is a presumption the conduct described is mandatory and therefore not discretionary.

The Principal expects us to conduct ourselves personally and professionally in a way that maintains public trust and confidence in our College and the Church.

We have a responsibility to students and their family, other members of our College community and the wider community to provide and support safe and competent education and care of students.

We will do our best to support other members of our College community to comply with the Code.

In cases of conflict between parts of the Code, between the Code and other College policies, or in any decision making choices, we give priority to the outcome that will be in the best interests of the safety and well-being of the child.

BREACHES

Breaches of the Code must be notified to the Principal and it is a breach of the Code not to do so.

A breach of the Code may constitute a failure to follow a lawful direction from the Principal and therefore the Principal will have the discretion as to what action to take, which may include counselling, professional development or sanctions under any agreement between you and the Principal. If you are a parent, volunteer or visitor, the Principal may take such action as is appropriate in your circumstances to maintain the safety and well-being of students.

The Principal must notify the appropriate authorities of any breach of the Code that was grooming behaviour: i.e. deliberately undertaken with the aim of befriending and establishing an emotional connection with a student, to lower the student's inhibitions in preparation for engaging in sexual activity with the student. Examples include, but are not limited to:

- developing relationships that could be seen as favouritism (for example, the offering of gifts or special treatment for specific students)
- being alone with a student in circumstances where you are unseen or unlikely to be randomly interrupted
- initiating unnecessary physical contact with students or doing things of a personal nature that a student can do for themselves, such as toileting or changing clothes
- engaging in personal disclosures (including personal contact details), or exchanges containing sexual content with or in the presence of a student
- organising contact with a student or their family outside of the College without the Principal's knowledge and/or consent (e.g. tutoring, sport coaching).
- having any non-curriculum related online contact with a student (including via digital media) or their family
- using any personal digital media account to contact students or their family
- photographing or videoing a student without the consent of the parent
- being in the presence of a student whilst under the influence of alcohol or non-medically prescribed drugs or offering either to a student

The Principal must notify the appropriate authorities of any breach of the Code that was sexual abuse of a child: i.e. sexual behaviour in circumstances where:

- the student is the subject of bribery, coercion, a threat, exploitation or violence;
- the student has less power than another person involved in the behaviour; or
- there is a significant disparity in the developmental function or maturity of the child and another person involved in the behaviour.

Yours in Christ

Kevin Sheehy

Principal

CONDUCT STATEMENTS

1. We act safely and competently.
2. We give priority to students' safety and well-being in all our behaviour and decision making.
3. We act in accordance with the values of the Gospel as defined in the Code of Ethical Conduct.
4. We conduct ourselves in accordance with laws, agreements, policies and standards relevant to our relationship with our College community.
5. We respect the dignity, culture, values and beliefs of each member of our College community.
6. We treat personal information about members of our College community as private and confidential.
7. We give impartial, honest and accurate information about the education, safety and well-being of students.
8. We support all members of our College community in making informed decisions about students.
9. We promote and preserve the trust and privilege inherent in our relationship with all members of our College community.
10. We maintain and build on the community's trust and confidence in Catholic schools and the Church.
11. We act reflectively and ethically.
12. We allow students to have a voice in their education, safety and well-being.